

FLA Audit Profile	
Country	Mexico
Factory name	03005016D
IEM	ALGI
Date(s) in facility	October 10-11, 2005
PC(s)	GFSI, Inc.
Number of workers	194
Product(s)	Fleece, Jersey, Mower Bags
Production processes	Cutting, Sewing, Embroidery, Packing, Warehouse/ Distribution, Shipping

Please note that this chart refers to the IEM in 2005 and only includes remediation until the 2007 IEV. For remediation from 2007 on, please see chart 03006016DV_Mexico.

			IEM Findings						Remediation					Status	Remediation			
FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing	Company Follow Up	Documentatio n	Company Follow Up	Documentation
1. Code Awareness																		
2. Forced Labor																		
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.																		
3. Child Labor																		
No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.																		
4. Harassment or Abuse																		
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.																		
5. Nondiscrimination																		
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.																		
6. Health and Safety																		
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.																		
Evacuation Procedure	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	The evacuation floor plan should be redone to reflect the actual markings.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building, then we will have a different evacuation floor plan.	Factory moved to a new facility.	Third party audit did not find any issues with the evacuation floor plan.	Completed				
Emergency Exits	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	The building used as a cafeteria needs a second emergency exit. The existing emergency exit door does not swing out.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building, then we will take into consideration these points for the new cafeteria.	Factory moved to a new facility.	Third party audit did not find any issues with the cafeteria emergency exits.	Completed				
Safety Equipment	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.	The cafeteria needs a fire extinguisher.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building, then we will take into consideration this point for the new cafeteria.	Factory moved to a new facility.	Third party audit did not find any issues with the cafeteria fire extinguishers.	Completed				
Personal Protective Equipment (PPE)	Mexican Norm-017 STPS 1999 Health and Safety Personnel Protective Equipment	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Gloves, eye protection filter masks, and eye wash were missing in stain remover and chemical areas (production area D).						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed				
PPE	Mexican Norm-017 STPS 1999 Health and Safety Personnel Protective Equipment	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Metal gloves are available and in use, but damaged.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	Done	Replace the damaged metal gloves.	Factory advised new gloves were replaced.	No issues were found by third party auditor.	Completed				
Chemical Management	Mexican Norm-005 STPS 1993 Health and Safety Chemical Management	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.	Production area D (chemical storage) is not segregated from workplace and needs ventilation.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed				
Chemical Management	Mexican Norm-005 STPS 1993 Health and Safety Chemical Management	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous	Facility needs permanent training in handling, storage and use of chemicals.						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	28-Jan-06	We will determine personnel that will be authorized to use these chemicals, then we will request the handling instructions of those chemicals be given to suppliers and we will train all personnel involved.	Factory confirmed training was completed.	No issues were found by third party auditor.	Completed				
Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Electrical	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Emergency lighting should be corrected in production areas E and G to be functional.						Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed				
Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Ventilation	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Ventilation system had poor airflow and needed maintenance in production areas A and D (sewing and zipper).						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	2-Jan-06	We will move all of the operations to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed				
Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Noise	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Noise reduction in production areas A and D (sawing and zipper).						Factory will be re-audited by a third party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all of the operations to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed				

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